



WARRIOR MEDIC NOTAM – 59MDW-18-16
Building Strong Teams
19 September 2018



PURPOSE: To cultivate an environment in which everyone feels protected, connected, and respected as a vital part of our team.

COMMANDER'S INTENT: The 59 MDW Commander's intent is to promote small team dynamics that reinforce open and honest two-way communication, to promote Airmen taking care of one another, and to assure everyone feels like a valued member of the team.

BACKGROUND: Per the AETC Commander's Intent #5, "If we are not forming into small enough groups, where we really feel like we are a family, where there's enough time to really get to know each other on a deep level, then we don't achieve the full potential of a sense of belonging to the family."

At 59 MDW, every Airman deserves an accepting workplace environment that facilitates much-needed support as life happens. By supporting our teammates through personal challenges, we better prepare our team to meet mission requirements, improve unit morale, and enhance individual leadership qualities.

IMPLEMENTATION:

1. Effective upon signature of this NOTAM, all 59 MDW units are highly encouraged to develop and promote small groups of 12 or fewer personnel that focus on team building, open communication, and both personal and team resiliency.
2. When breaking into small groups, think of ways we could enhance workplace communication, both up and down the command chain, to make sure everyone in the unit feels accepted.
3. When considering how to construct small groups, consider the following behavioral groupings:
 - a. **Leading Self (Personal Effectiveness):** This includes specific behaviors like information seeking, flexibility and resilience, and initiative.
 - b. **Building Relationships (Interpersonal Effectiveness):** This includes specific behaviors like communications, fostering relationships, interpersonal performances, and service orientation.
 - c. **Leading Others (Leadership Effectiveness):** This includes specific behaviors like developing others, accountability, teamwork, and influence.
 - d. **Enhancing Critical Thinking (Cognitive Effectiveness):** This includes specific behaviors like problem-solving, creative thinking, decision-making, and adaptability.

e. **Enhancing Warfighting Effectiveness (Mission Effectiveness):** This includes specific behaviors like technical expertise, fostering innovation, continual improvement, organizational awareness, resource management, change management, and strategic thinking.

4. Recommend members review AETC Commander's Intent #5, "We are a Family," at the following link: <https://www.youtube.com/watch?v=iBZ8VHI2TE0>

POC: Contact the Command Chief's Office at DSN 554-7015 with specific questions about this NOTAM



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